

EXHIBIT A

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 471-2021-00034	
OHIO CIVIL RIGHTS COMMISSION and EEOC <i>State or local Agency, if any</i>			
Name (Indicate Mr., Ms., Mrs.) HENRY T HURLEY JR.		Home Phone (419) 371-5150	Year of Birth 1977
Street Address City, State and ZIP Code 726 SOUTH GLENWOOD AVENUE, LIMA, OH 45805			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name HUSKY ENERGY		No. Employees, Members 501+	Phone No. (419) 226-2600
Street Address City, State and ZIP Code 1150 SOUTH METCALF, LIMA, OH 45804			
Name		No. Employees, Members	Phone No.
Street Address City, State and ZIP Code			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 09-01-2020 02-01-2021 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began working for the above name employer on or about January 9, 2009, as an Instrument Tech. I am currently working as an Analyzer Tech. On or about January 2020 thru January 2021, I was moved multiple times due to malfunctioning equipment and held to a different standard than my Caucasian peers. I have complained to Union and Management about the treatment. On or about February 2021, I was given write ups and my work started being scrutinized by my Supervisor. On or about April 9, 2021, I did not receive fair work as my Caucasian peers. I believe I was discriminated against due to my race, African American, and subjected to retaliation for participating in a protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
Digitally signed by Henry T Hurley Jr. on 07-08-2021 12:01 AM EDT		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	